

Framing the Value of Diversity & Inclusion in Higher Education: Setting the Research Agenda

Rutgers, The State University of New Jersey, College Avenue Student Center, New Brunswick, NJ 08901

October 5th, 6th, 7th, 2017

Thursday, October 5th, 2017

5:30 – 7:30 p.m.	Welcome Reception Zimmerli Art Museum 71 Hamilton Street New Brunswick, NJ 08901	Barbara A. Lee, Senior Vice President for Academic Affairs Rutgers, The State University of New Jersey
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Friday, October 6th, 2017

8:30 – 9:00 a.m.	Registration & Continental Breakfast Multipurpose Room
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9:00 – 9:15 a.m.	Welcome & Introduction Multipurpose Room	Barbara A. Lee, Senior Vice President for Academic Affairs Robert Barchi, President Rutgers, The State University of New Jersey
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9:15 – 10:00 a.m.	Keynote Address: <i>The Compelling Interest of Diversity and Inclusion: A Threat or An Opportunity?</i> Multipurpose Room	Nancy Cantor, Chancellor Rutgers University- Newark
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10:00 – 10:10 a.m.	Transition Time
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10:10 – 11:10 a.m.	I. <i>Gender, Race and Racialization: Urban and Spatial Sociology and the Mechanisms that (Re)produce Inequality</i> Multipurpose Room
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Moderator: Jerome Williams, Executive Vice Chancellor and Provost, Distinguished Professor and Prudential Chair in Business, Rutgers-Newark

- **Carla O'Connor, Professor, Arthur F. Thurnau Professor, University of Michigan**
- **James Jones, Assistant Professor, African American Studies and Sociology, Rutgers-Newark**
- **Lilia Fernández, Henry Rutgers Term Chair, Associate Professor, Latino and Caribbean Studies and History, Rutgers-New Brunswick**
- **Zaire Dinzey-Flores, Associate Professor, Latino and Caribbean Studies and Sociology, Rutgers-New Brunswick**

Audience Q&A – 10 minutes

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11:10 – 11:20 a.m. **Transition Time**

11:20 – 12:20 p.m. **II. *Diversity, Tolerance and the Quest for Social Unity: International Perspectives***

Multipurpose Room

Moderator: Melanye T. Price, Associate Professor and Undergraduate Director, Department of Africana Studies, Rutgers-New Brunswick

- **Edward Ramsamy, Associate Professor, Africana Studies, Rutgers-New Brunswick**
- **Melissa Valle, Assistant Professor, Sociology and Anthropology, African American and African Studies, Rutgers- Newark**
- **Stephen Eric Bronner, Distinguished Board of Governors Professor, Political Science, Rutgers-New Brunswick**

Audience Q&A – 10 minutes

12:20-1:30 p.m.

Lunch

Multipurpose Room

1:30 – 2:30 p.m.

Keynote Address:

How Numbers Lie: Intersectional Violence and the Quantification of Race

Multipurpose Room

Khalil Gibran Muhammad

Professor of History, Race and Public Policy, Harvard Kennedy School, Radcliffe Institute for Advanced Studies, Harvard University, and Former Director of the Schomburg Center for Research in Black Culture

2:30 – 2:40 p.m.

Transition Time

2:40 – 3:40 p.m.

III. Concurrent Panel Sessions:

A. *Privilege and Meritocracy*

Multipurpose Room

Moderator and Presenter: Nancy DiTomaso, Distinguished Professor of Management and Global Business

Rutgers Business School—Newark and New Brunswick

- **L. Taylor Phillips, Assistant Professor of Management and Organizations, Stern School of Business, New York University**
- **Eric L. Knowles, Associate Professor of Psychology, New York University**
- **Discussant: dt ogilvie, Distinguished Professor of Urban Entrepreneurship and Former Dean, Saunders College of Business, Rochester Institute of Technology**

Audience Q&A – 10 minutes

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B. *Diversifying the Professoriate: Emerging Lessons from a Multi-sited National Program in the Humanities & Social Sciences*

Room 411ABC, Student Center

Moderator and Presenter: Andrés Castro Samayoa, Assistant Professor, Educational Leadership & Higher Education, Boston College

- **Marybeth Gasman, Professor of Education, Higher Education, University of Pennsylvania**
- **Paola Esmieu, Associate Director for Programs, Penn Center for Minority Serving Institutions, University of Pennsylvania**
- **Andrew Martinez, Research Associate, Penn Center for Minority Serving Institutions, University of Pennsylvania**

Audience Q&A – 10 minutes

C. *The Legal Framework for Diversity and Inclusion: Where We Are and Where We May Be Headed*

Graduate Student Lounge, next door to Student Center

Moderator and Presenter: Carlos Gonzalez, Professor of Law and Herbert Hanooh Scholar Professor, Rutgers Law School, Newark

- **Stacy Hawkins, Associate Professor of Law, Rutgers Law School, Camden**
- **Kevin Woodson, Associate Professor of Law, Thomas R. Kline School of Law, Drexel University**

Audience Q&A – 10 minutes

D. *Preparing Diverse Males for Leadership Roles at Predominantly White Universities*

Room 115, Student Center

Moderator and Presenter: Jamie Campbell, Assistant Dean, Diversity Enhancement Programs, Smeal College of Business, The Pennsylvania State University

- **Michael C. Wood, PhD, Counselor, Multicultural Resource Center, The Pennsylvania State University**

Audience Q&A – 10 minutes

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3:50 – 4:50 p.m.

IV. Concurrent Panel Sessions:

A. *Gender and the STEM Environment for Students and Faculty*

Multipurpose Room

Moderator and Presenter: Janet Malley, Director of Research and Evaluation, University of Michigan ADVANCE Program, University of Michigan

- **Lorelle A. Meadows, Dean, Pavlis Honors College, Michigan Technological University**
- **Denise Sekaquaptewa, Associate Chair and Professor of Psychology, University of Michigan**

Audience Q&A – 10 minutes

B. *Crunching Numbers: Using Data to Create and Coalesce Diversity Goals*

Room 411ABC, Student Center

Moderator and Presenter: Michael Goh, Associate Vice Provost for Equity and Diversity, Professor of Organizational Leadership, Policy and Development, University of Minnesota

- **Virajita Singh, Assistant Vice Provost and Professor, College of Design, University of Minnesota**
- **Sean Garrick, Professor & Faculty Development Fellow, Mechanical Engineering, University of Minnesota**

Audience Q&A – 10 minutes

C. *Cases from Columbia: Online Courses on Diversity*

Graduate Student Lounge, next door to Student Center

Moderator and Presenter: Matthea Marquart, MSSW, Director of Administration, Online Campus, School of Social Work, Columbia University

- **Elisabeth Counselman-Carpenter, PhD, LCSW, Professor of Clinical Practice, School of Social Work, Columbia University**

Audience Q&A – 10 minutes

4:50 – 5:00 pm

Transition Time

5:00 – 5:15 p.m.

Conference Wrap Up
Multipurpose Room

Barbara A. Lee, Senior Vice President for Academic Affairs, Rutgers University

5:15 – 6:00 p.m.

Networking Reception
Main Lounge

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Saturday, October 7th, 2017

8:30 – 9:00 a.m.	Registration & Continental Breakfast Multipurpose Room	
9:00 – 9:15 a.m.	Welcome & Introduction Multipurpose Room	Barbara A. Lee, Senior Vice President for Academic Affairs Rutgers, The State University of New Jersey
9:15 – 10:00 a.m.	Keynote Address: <i>Inclusion: A Personal Reflection on Our Institutional Commitment to Diversity</i> Multipurpose Room	Phoebe Haddon, Chancellor Rutgers University - Camden
10:00-10:10 a.m.	<i>Transition Time</i>	
10:10 – 11:10 a.m.	I. Gender Spectrum Healthcare Multipurpose Room Moderator and Presenter: Gloria Bachmann, MD, Interim Chair of Obstetrics, Gynecology and Reproductive Sciences, Director of Transgender Health Initiative, Robert Wood Johnson Medical School (RWJMS), Rutgers Biomedical and Health Sciences (RBHS) <ul style="list-style-type: none"> • Ian Marshall, MD, Chief of Pediatrics, RWJMS, RBHS • SGM Jennifer M Long (Ret.), Veteran • Erica Concors, MPH, Medical Student, RWJMS, RBHS Audience Q&A – 10 minutes	
11:10 – 11:20 a.m.	<i>Transition Time</i>	
11:20 – 12:20 p.m.	II. Academia and LGBTQA Perspectives: Critical Transitions in Professional Development Multipurpose Room Moderator and Presenter: John P. Sánchez, Assistant Dean, Diversity and Inclusion, Associate Professor, Emergency Medicine Rutgers New Jersey Medical School (NJMS) <ul style="list-style-type: none"> • Maria Soto-Greene MD, MS-HPed, Vice Dean, NJMS • Jennifer Gaboury, Deputy Chairperson, Women and Gender Studies Department, NJMS • Mark López, Interim Senior Vice President for Access, Diversity and Inclusion, American Dental Education Association Audience Q&A – 10 minutes	
12:20 – 12:30 p.m.	<i>Transition Time</i>	

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12:30 – 1:30 p.m.

III. *Promoting Diversity & Inclusion in an Academic Department:*

***Pathway to Enhancing Education, Research, Clinical Service, and
Community/Global Outreach***

Multipurpose Room

Moderator and Presenter:

**Gloria Bachmann, MD, Interim Chair of Obstetrics, Gynecology and
Reproductive Sciences, Director of Transgender Health Initiative**

Robert Wood Johnson Medical School (RWJMS), Rutgers Biomedical and Health
Sciences (RBHS)

- **Charletta A. Ayers, MD, MPH, RWJMS, RBHS**
- **Javier Escobar, MD, Associate Dean for Global Health, Professor of
Psychiatry and Family Medicine, RWJMS, RBHS**
- **Lynne C. Borucki, Clinical Associate Professor, Rutgers School of Nursing-
Camden**

Audience Q&A – 10 minutes

1:30 – 1:45 p.m.

Transition Time – light refreshments

1:45 – 2:45 p.m.

**IV. *Best Practices for the Recruitment and Retention of Underrepresented Minority
Faculty***

Multipurpose Room

Moderator and Presenter:

**Maria Soto-Greene, MD, MS-HPed, FACP, Vice Dean and Professor of
Medicine; Director, Hispanic Center of Excellence (HCOE), Office of the Dean
Rutgers New Jersey Medical School**

- **Robin Eubanks, PhD, Associate Professor, Interdisciplinary Studies
Rutgers School of Health Professions**
- **Felesia Bowen, PhD, DNP, APN, Francois-Xavier Bagnoud Endowed Chair in
Community Pediatric Nursing; Director, Center for Urban Youth and
Families, Division of Nursing Science, Rutgers School of Nursing, RBHS**

Audience Q&A – 10 minutes

2:45 – 3:00 p.m.

**Conference Wrap Up
Multipurpose Room**

**Isabel Nazario, Associate Vice President for
Strategic Initiatives, Office of the Senior Vice
President for Academic Affairs, Rutgers University**